

BOSTON GAS COMPANY
HISTORICAL CORRELATION OF NON-UNION AND UNION INCREASES

YEAR	NON-UNION %	UNION %
1993	4.00	4.00
1994	4.00	4.00
1995	4.00	4.00
1996	4.00	4.50
1997	0 ^(a)	4.25
1998	4.00	4.00
1999	3.00	3.00
2000	4.00	2.75
2001	3.00	2.50
2002	2.75	3.00
2003	2.50 ^(b)	3.00

^(a) No merit percentage increases were given to non-union employees.
Employees were eligible for a 3% lump sum payment.

^(b) Merit increases delayed from April 2003 to October 1, 2003
(for management) and March 1, 2004 (for corporate officers).

SERVICE COMPANY
HISTORICAL CORRELATION OF NON-UNION AND UNION INCREASES

YEAR	NON-UNION %	UNION %			
		Local 3	Local 101	Local 1049	Local 1381
1999	3.80	3.00	3.00	2.50 (Feb) 1.00 (Aug)	2.50 (Feb) 1.00 (Aug)
2000	3.80	3.00	3.00	1.00	1.00
2001	4.00	3.50	3.50	3.50	3.50
2002	3.75	3.50	3.50	3.75	3.75
2003	3.50 ^(c)	3.75	3.75	3.75	3.75

^(c) Merit increases delayed from April 2003 to October 1, 2003 (for management) and March 1, 2004 (for corporate officers).